



# UNION NEWS

Union Steward

Approved for posting,

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## Nothing Was a Gift – COLA at Boeing

Cost-of-living Adjustments (COLA) are an important part of the economic package of our contract with Boeing. COLA is designed to help protect your paycheck from losing ground to inflation. Without COLA, if our pay stays the same when prices rise for essentials, our standard of living and purchasing power would be less.

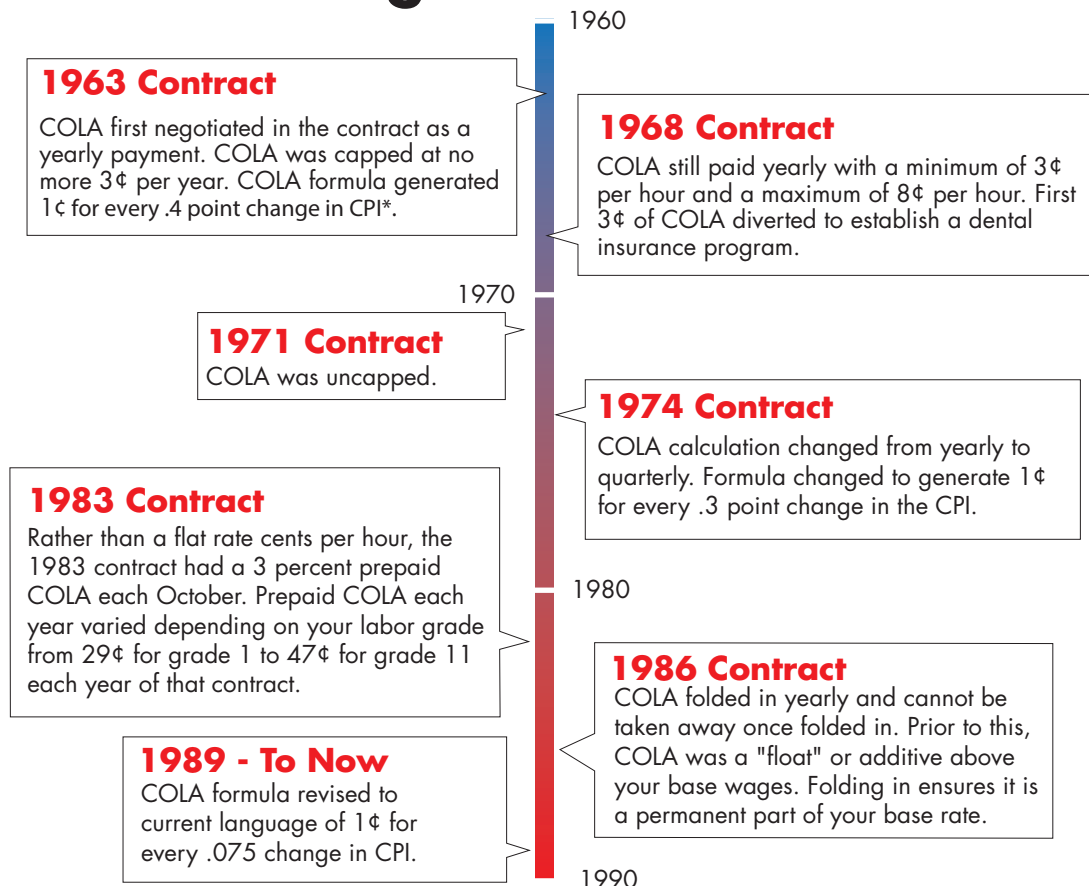
The value of the quarterly COLA, even when it is only a few pennies in a quarter, is significant to our maximum rate over time. As of Dec 2021, \$17.74 of the maximum rate is a result of COLA payments being folded into our base rates. (This is a conservative estimate using lowest COLA paid in 1983-1985 contract when it was paid as a percentage rather than the same cents per hour for all labor grades)

In summary, currently throughout a given year any positive

generated COLA is paid as an “additive” to your base rate, like shift differentials. COLA will be paid above the base rate between each September at which time any positive COLA is then folded in and becomes part of the base rate. COLA not yet folded into the base rate may increase or decrease as the cost of living CPI index fluctuates between annual fold ins. However, it is important to understand that COLA can only increase the base rate each September. Because of our contract, any negative COLA cannot ever reduce the base rate.

One thing is certain, nothing we have was a gift from the Company. Every word and clause was hard fought with solidarity from those who came before us. Each contract is a building block for a stronger future. This flyer shows the value of contractual COLA and how the language has evolved.

### COLA Through the Years



Over the last 58 years, our COLA language at Boeing has resulted in \$17.74 of the current maximum rate.

\* Consumer Price Index

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